



CHAPLAIN E-NEWS

News from "The Chief" of Chaplain Service

The Professionals, The Service, The CAP Chaplains

US AIR FORCE AUXILIARY CIVIL AIR PATROL CHAPLAIN SERVICE



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SKILL DEVELOPMENT FOR CAP CHAPLAINS

By Ch, Lt Col, David Smelser, Mobile Composite Squadron, Mobile, AL

I recall attending a Ministerial Alliance meeting in a town where I lived. The moderator told the ministers who were at the meeting that if there was a critical event in our city (such as a school shooting) all of the alliance members were to be available to provide pastoral assistance. I was irked, because I did not want to be volunteered for anything (ask me to help and I will). I then asked the moderator about conducting training so the ministers could respond more effectively in a crisis. He responded: "we all have had counseling courses at Bible College. We don't need any more training." Double irk!

As I left that meeting, I prayed nothing serious would happen to our city. However, I came away with an appreciation for any

minister desiring and needing pastoral skill development, for both personal and professional reasons. Now that I am a Civil Air Patrol Chaplain, I realize that I must constantly train and re-train for the new roles and missions CAP is accepting. I believe that CAP training can only help a minister in his current position, whether it is the pastorate, teaching, or other ministry. However, there are other training opportunities outside of CAP for chaplains to pursue. I am listing several ideas below. For some of you, these ideas may not be new. For others, these ideas are revolutionary. Some may cost time, others money. A few will cost both! Other programs may be free or charge a minimal fee.

Clinical Pastoral Education (CPE): This intensive, supervised internship/residency takes place at hospitals, churches and other ministry settings. CPE may be part-time (extended) or a residency (for a year). The Association of Clinical Pastoral Education, the Association of Catholic Chaplains, and the College of Pastoral Supervision and Psychotherapy provide guidelines for their respective centers. Contact a center near you to learn about admission and course requirements.

Counselor Training: The American Association of

Pastoral Counselors (AAPC) offers training at centers across the country. Many offer training for Pastoral Care Specialists, which equips local pastors as they provide ministry to people in crisis. AAPC Centers also equip individuals who wish to become certified pastoral

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A VERY WORTH WHILE MANUSCRIPT, COMING SOON TO

CHAPLAINS:
"So You Are The New Wing Chaplain"



by Ch, LtCol, Paul Ward
NATIONAL STAFF COLLEGE
staff Chaplain & former CA Wing Chaplain

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SER CHAPLAIN SERVICE STAFF COLLEGE



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THE DEPUTY CHIEF

HQ NAT/HCD

Ch, Lt Colonel
Ron Tottingham, PhD

US MARINE CORPS
Combat Disabled
Vietnam Service



Greetings Chaplains & Character Development Instruction Officers!

It is my privilege to get our third issue out to you. We do verrrrry sincerely appreciate your comments, suggestions, and even criticisms. Some of the greatest changes have come about in my career by honest criticisms. But of course, the appreciations are always easier to take - smile.

With this issue we hope to show our readers that we can and will publish your articles that meet CAP policies and photos too we can and will do.

I have attended two of our Chaplain Service region staff colleges recently and have found them both great learning experiences.

I had forgotten what it was like to be on a base all week since, 1) it has been several years since I was in the Marines, and 2) it has been a few years since the NCR has met for our college on base. The greatest thing that happened to our Chaplain college was finding the Colombian Fathers Retreat just outside the back gate of Offutt AFB. Then a few years ago the CHURCH OF JESUS CHRIST OF LATTER DAY SAINTS stake offered to host our banquet at their cost. Wow! That too has been a blessing. I'm not offering this for boasting but it may be an idea for any of you to seek.

Ch T Semper Fi!

THE CHAPLAIN HAS A "MENTOR"

Have you ever wondered what it would be like to join the CAP Chaplaincy without a mentor? Most of us likely did just that! Let's think about this for a moment.

We should come up with some great ideas for why a mentor is "a better idea" than not having one.

After all this is not UNcharted water.

The meaning of Mentor. "A wise faithful and loyal advisor" The mentor is "One alongside." The word Parakaleo (comforter) is used for the Holy Spirit as mentoring Holy Spirit in the Bible.

What is Mentoring? It's someone who's been through the program and has knowledge and experience and is willing to take a new "troop" under his/her wing and offer them guidance and one-on-one training.

So let's say I decided to join the CAP and all it has to offer me because of an advertisement I saw about CAP. (NOT because another Chaplain sold me on the idea).

I call the local unit (if there is one) and ask them to tell me how to work with cadets. I inform them that I am a local pastor.

They inform me that I should think about being a Chaplain or Character Development Instructor (CDI).

So they hand me a packet and

say, "Hear you go, read this and it will tell you what to do."

I'm then to contact the Wing Chaplain whose name is included and just happens to be across the state from me.

After several phone calls, attempts at finger printing (wrong cards, etc.), failed attempts to locate who my endorsing agency is, forms rejected due to lacking signature, wrong information, etc., few (if any) at the local squadron level who even knows how to access the Wing Command process to help with answers (if anyone there even knows how to recruit a chaplain or CDI), I am finally accepted into the CAP as a Senior Member but cannot get a Level One/CCPT scheduled. It seems that anyone could give it but everyone says that only a certain person (who is never avail-

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SCHEDULE NOW

CHAPLAIN SERVICE

STAFF COLLEGES

NORTH EAST

???? 2009

MIDDLE EAST

???? 2009

SOUTH EAST

???? 2009

GREAT LAKES

???? 2009

NORTH CENTRAL

20-24 April, 2009

Columbian Fathers Retreat
Bellevue, NE

SOUTH WEST

??? 2009

ROCKY MOUNTAIN

14-18 July, 2008
Peterson AFB, CO

PACIFIC

???? 2009

SER CHAPLAIN SERVICE

STAFF COLLEGE



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THE CHAPLAIN MENTOR can't from Page 2

able) can do it.

Finally I get all that is required completed and am appointed as a CDI or Chaplain.

Wow! Now we can get to doing what we joined to do....Right? Well, not so fast. There's just one problem...WHAT is it we are to be doing? HOW are we to be doing it? Where do we go to find out?

You could compile a list the length of a football field of "How Do I?" These would be questions no one at the squadron level seems to have the answer to.

Have you ever looked through all the information that National has sent you to find an answer, only to find that many of your questions *have not been anticipated*, that most of our everyday questions are just not answerable from the various manual? We need to have those questions answered by someone who's been through the process and found *HOW IT REALLY WORKS*, in spite of the manuals.

HEY, CHAPLAINS, let's really mentor our new comrades. Let's do unto others NOT like it was done unto us. Oh, and by-the-way there have been some very aggressive and helpful mentoring chaplains too. And, let's add our name to their ranks. END

RECRUITING NEW CAP CHAPLAINS

Hey Chaplain, while we're on this subject, how about recruiting one new Chaplain in the next twelve months? Impossible? Not really; let me propose a thought.

I would like to encourage every chaplain to make an attempt to recruit one minister from their denomination in the next year. I am totally convinced that there is no such

thing as too many Chaplains of any one denomination in the CAP Chaplaincy right now. Let me discuss some reasons for this suggestion.

FIRST, I am convinced that the best recruiter to a group is someone inside that group. For instance, if the potential recruiter is in a group they tend to be more trusted by those in the same group. Folks will listen to someone inside. Sometimes a candidate will say, *"Well, that may work for those in your faith but you don't know how our denomination works or how our policies are run etc."* However, if the recruiter is in that group no one will say that because it will be a 'given' that they will be expected to know the things being questioned.

SECOND, the potential recruit is out in meetings with candidates where there are continual opportunities to discuss the Chaplaincy with them, and to dispel concerns. The things that would take much more time without the natural bond afforded within a like denomination.

THIRD, there will tend to be a natural friendship basis with potential candidates. This will also help them be more willing to come to a CAP meeting and try it, see what it is, etc. Candidates tend to feel more comfortable and more relaxed to converse about things they wish to question with someone they feel is on mutual ground.

FOURTH, it is easier for

the potential recruiter to work with their own denominational endorsing agency. Endorsed Chaplains should be able to establish a relationship with someone at their endorsing agency. They should call their endorsing agents and find out the procedure and policies from the top and find out how to help new possible Chaplains with this "scary" procedure. Find out if there is any way to facilitate things. If not, stay on top of the potential candidate's paperwork for them by calling your "contact" agent from time to time until endorsement is given or reasons otherwise can be known. Then take this information back to the Chaplain candidate. I strongly suggest that we help new chaplains candidates know how the process works and that with some denominations it takes time. Keep them as aware as possible of the progress. Help them to not give up hope. Some denominations only vote on new Chaplains once a year. (Oh, wow! What a depressant.)

I would encourage every Chaplain in the CAP to find some Minister in your own denomination and recruit them into the CAP Chaplaincy in the next twelve months. Lets even make it our goal to double that and recruit at least two of our own denomination into the CAP Chaplaincy. To show that I believe in this myself first, every year I have been a CAP Chap-

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YOUR EMAILS

Chaplain Tottingham and Tracy: Thank you for the great newsletter! Ch Capt Arthur Ford, Foothills Cadet Squadron, Colorado Wing, CAP

Thanks Tracy for a great e-publication!! Chaplain Al Young

Hi, Tracy! `Preciate the newsletter! We've needed something like that on a national scale for a long time. I would offer one suggestion/request: Put a complete article on one page, rather than starting 3 or 4 on page one, then have to jump all over to read the rest. I'd still read it through, but it would save me stress, frustration, anger, agitation, etc. etc. Thanks! Chp Bob Miller

It is curious to read 4 columns on a standard letter...Still, I think if we killed some of the excess color, we could get down to a download smaller than 3MB.

Thank you. That is all.

Elaine Hatfield, CAP, Capt, PCR-WA-004

Thanks Tracy for a super job with the newsletter!!!! I know it must be a pain to put it together, but thanks a ton!! Again, thanks for your diligent service to the CAP Chaplain Service. Ch LTC Willis H. Moore, Deputy Wing Chaplain GAWG, Dobbins ARB, Marietta GA

Thanks Tracy, enjoyed the Chaplain E-Newsletter. You have my address correct. Ch Capt James N. Biggers, Sr. CAP

Thanks Tracy!! Chaplain Ken Van Loon

Tracy: Outstanding issue!!
Regards, Santford Williams, Chaplain (Lt.Col.) Maryland Wing, Chaplain USAF-Auxiliary, CAP



NCR CHAPLAIN SERVICE

U. S. AIR FORCE AUXILIARY CIVIL AIR PATROL
CHAPLAIN SERVICE PROFESSIONAL DEVELOPMENT PROGRAM PROGRESSION & AWARDS
 (SEE CAPR 50-17 & CAPP 265-4 FOR DETAILS.)

| ACHIEVEMENT | LEVEL | PREREQUISITES | COMMAND/STAFF ASSIGNMENT | PROFESSIONAL COURSES | SPECIALTY TRACT | LEADERSHIP | ACTIVITIES | AWARDS |
|--------------------|-------|--------------------|--|--|---|--|--|---|
| Orientation | I | | | Orientation Course, Cadet Protection Program Training (CPPT) & finger printing. | | | Study <i>Senior Member Handbook Materials</i> | Member-ship Ribbon |
| Technical Training | II | Complete Level I | | Complete CAPP -221 "The Chaplains Course" For Seniors SLS (Squadron Leadership School) | Technical Rating (Leadership Ribbon) | | Complete CAP <i>Senior Officer Course</i> ECI-13 | Certificate of Proficiency (Not a Ribbon) |
| Management | III | Complete Level II | One Year in Command or Staff Position (Chaplains are automatically in a staff position from date of appointment.) | Complete CAPP -221A "Chaplains Helping Chaplains" For Seniors CLC (Corporate Learning Course) | Senior Rating (Bronze Clasp in Leadership Ribbon) | Attend two national, region or wing conferences. | | Grover Loening Aerospace Award (Ribbon) |
| Command & Staff | IV | Complete Level III | Two Years in Command or Staff Position (Chaplains are automatically in a staff position from date of appointment.) | Complete CHAPLAIN SERVICE REGION STAFF COLLEGE (CSSC) (2 Years to Graduate) or equivalent professional military education, or senior member REGION STAFF COLLEGE | Master Rating (Silver Clasp in Leadership Ribbon) | Serve as a Staff Member for CHAPLAIN SERVICE STAFF COLLEGE, REGION OF NATIONAL STAFF COLLEGE, or SLS, CLC, or Commanders Course Director | Make a public presentation to a non-CAP group or prepare an Aerospace manuscript for publication | Paul E. Garber Award (Ribbon) |
| Executive | V | Complete Level IV | Three Years in Command or Staff Position (Chaplains are automatically in a staff position from date of appointment.) | Complete NATIONAL STAFF COLLEGE or equivalent professional military education | | Serve as a Staff Member for CHAPLAIN SERVICE STAFF COLLEGE, REGION OF NATIONAL STAFF COLLEGE, or SLS, CLC, or Commanders Course Director | Conduct a <i>Level I Orientation Course</i> | Gill Robb Wilson Award (Ribbon) |

SKILL DEV FOR CHAPLAINS From page 1



chaplains may require them to attend training sessions. Other local agencies

counselors. Colleges, Universities and Seminaries often offer degree programs or course work to enable a person to become a certified, licensed professional counselor, marriage and family therapist or substance abuse counselor. Be sure to check your state licensing board for certification information.

Hospitals and Community Agencies: Hospitals with an active pastoral care (staff chaplain) department may offer training courses to the local clergy. Some hospitals who utilize volunteer

may offer training in regard to their mission. The Red Cross offers plenty of courses in first aid, disaster response, and safety. A mental health agency may offer courses in providing ministry to the mentally ill. The Salvation Army may offer training in ministry to substance abusers and the homeless. Learn what your local agencies offer and enroll.

Endorsing Officials and Denominational Agencies: your endorser may offer times for fellowship and

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CHAPLAIN RETENTION

by R. Tottingham, PhD

Causes for Chaplains dropping out and suggestions for their retention.

With all the training (72 or hr) continuing education, experience as Chaplains, crisis counselors, relationship facilitators, etc., it is estimated by John "Jake" Wineman, PhD of Woodhaven Counseling Associates and Crisis Incident Stress Management (CISD) certification, that it costs \$50,000 to replace those skills." *Therefore, its crucial that we seek successful means to keep our Chaplains in the CAP.*

Thus we ask ourselves, why do Chaplains not renew their membership? Are there any definite or specific reasons?

ONE-I resigned or dropped out because:

• Nearly 60% of these

Chaplains surveyed left with the possibility that some could be retained in the CAP Chaplaincy.

TWO-What would you like to see changed?

- Making Chaplain candidates senior members immediately was a great move.

- We've greatly streamlined the appointment process.

THREE-Do you feel you've been kept informed.

- Not very well.

FOUR-Do you believe the CAP Chaplain is respected?

- nearly 60% said very good.

FIVE-is a close alignment with the USAF the better?

- 81% Yes.

SIX-Do you believe national leadership is supportive?

- 54% supportive.

SEVEN-Do you believe wing chaplains & above provide

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training. Stay in touch with your endorser and learn about continuing education opportunities. Your denomination may offer classes in Biblical studies, preaching and worship, and other subjects. Check with your local and state affiliates to see what programs they offer. Your denominational colleges and seminaries may offer training as well.

Professional Groups: you may serve in a specific ministry and participate in an interest based, professional ministry organization. These groups may offer annual training, whether you are a parish minister, or a chaplain in hospital, public safety or industrial settings. The training gained at these meetings can be used in CAP.

Other ideas: Do not neglect offerings from FEMA, the Air Force Distant Learning Institute or others. Look and see what courses may be offered through a local military base, the State Militia, or other groups.

These ideas are not ex-

haustive. Be creative! You never know what you may find. However, the need for training is here and the training solutions are nearby. You will be a better pastor, person and CAP Chaplain. NASA has a saying: ...Train...Retrain... or die!

...let the wise listen and add to their learning, and let the discerning get guidance...The fear of the Lord is the beginning of knowledge...
Proverbs 1:5, 7 (NIV). END

CHAPLAIN RETENTION Con't from page 4

proper leadership?

• 54% did not believe in the leadership.

EIGHT-On the squadron level (cadet) should chaplains have greater responsibilities?

• No comments.

NINE-Do you believe the chaplain has real impact?

• Yes.

TEN-Do you think the chaplaincy is an important career tract in CAP?

• 50% yes.

Could only 50% feel that the Chaplaincy is relevant?

ELEVEN-What would you change in the cadet program?

• No comments.

THIRTEEN-What would you like to change in the senior programs?

• No comments.

FOURTEEN-List suggestions to better the CAP chaplaincy.

• Stimulate spiritual values.
• Reach out to churches

for cadets & joint programs.

• Make the prevention of AIDS, Drug abuse & pregnancies programs stronger.

• Provide awards to those conducting programs of intervention.

• Recruit parents to become involved to help insure lasting results.

FIFTEEN-Under what conditions would you remain a CAP chaplain?

• If I had something to do. (If I had a squadron nearby.)

• If I was really needed.

• Less time involved.

Suggestions:

The most Important

1. What appears as the most important concern is communication up through the Chaplain chain of command.

2. Providing a place for those without any squadrons to serve.

• Providing a CAP ministry where there is no unit to at-

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REGION CHAPLAINS

| | | |
|-------------------------------------|--|--|
| • NER-NORTH EAST (May05) | Van Don Williams, Ch, Lt Col 102 Parsons Dr., Hempstead, NY 11550-4714 | NERchapvan1@aol.com Ph: 516-418-1694 |
| • MER-MIDDLE EAST (May06) | Robert Edwards, III, Ch, Lt Col 113 W. Ocean Ave., Norfolk, VA 23503-4315 | redwards@mer.cap.gov Ph: 757-630-4144 |
| • SER-SOUTHEAST (Sept05) | Oscar Cope, Ch, Lt Col 5665 Campbelton Fairburn Hwy, Fairburn, GA 30213 | oscarglennie@bellsouth.net Ph: 770-892-4917 |
| • GLR-GREAT LAKES (Mar07) | J. Delano Ellis II, Ch, Lt Col 11655 Regent Park Dr., Munson Township, OH 44104 | jellis@glr.cap.gov Ph: 216-401-9640 |
| • NCR-NORTH CENTRAL (Jan08) | James Sickmeyer, Ch, Lt Col 1020 Clary St., Worthington, MN 56187 | wbt4god@iw.net Ph: 507-727-0145 |
| • SWR-SOUTH WEST (Nov06) | Nancy Smalley, Ch, Lt Col 416 Victorian Dr., Waxahachie, TX 75165 | smallnance@aol.com Ph: 972-938-1746 |
| • RMR-ROCKY MOUNTAIN (Nov07) | Bill Cochran, Ch, Lt Col 2808 N. 2175 E., Layton, UT 84040 | bcochran@weber.edu Ph: 801-771-2321 |
| • PCR-PACIFIC (July04) | Whit Woodard, Ch, Lt Col PO Box 473, Rocklin, CA 95677 | HC@PRC.cap.gov Ph: 916-624-7171 |

CAP CHAPLAIN ENEWS

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THE CHAPLAIN MENTOR con't from Page 2

lain I have recruited at least one and several years more than one new member annually from my region and in other regions. The total I've recruited stands near 40 in 2008 and that includes cadets, seniors and Chaplains.

Lets all make this a real priority. If we would, it would have phenomenal results for the CAP Chaplaincy. If every Chaplain would just recruit just one new Chaplain from their own denomination there would be phenomenal results in the CAP Chaplaincy nationwide.

Perhaps we've become so "pluralistic" trying to reach minorities, other denominations, special faith groups, etc., just to keep from having it said of us that we were just recruiting among our own group. The truth is, however, that we have probably walked away from the strongest recruiting focus that any potential recruiter will ever have, and that is the friendship, trust, and like qualities that that are in belonging to our own faith group. Each of us has a certain power in our own group and my suggestion is that we cultivate that for our CAP Chaplaincy. Until we have an abundance, or too many of any one faith group, it seems to me that we should take advantage of this recruiting field.

Whatever we are doing, it could work better. Whatever we are doing, we need to put recruiting higher up on the priority list. If every Chaplain in CAP would recruit one new chaplain from their own denomination, the CAP Chaplaincy would have exactly the same number of denominations represented as we do now, yet we would double our chaplains nationwide. **Hey,**

and that sounds good! Lets do it. END.



Ch Col Sharp (Chief, CAP Chaplains) & Ch BG Hult (Chief, Army Guard Chaplains)



CHAPLAIN RETENTION Con't from page 5

tend is necessary.

3. Follow up is necessary for all Chaplains moving hither & yon.

- Is it being done? When a Chaplain moves to a new area do we follow up?

- Does the losing Region Chaplain send word to the receiving Region Chaplain?

- Does the Wing Chaplain follow up to keep this chaplain active?

The lesser Important

- Make Chaplains aware when membership is in lapse through the Wings.

- Send a survey to all resigning Chaplains to

keep data and reasons current.

- Question 10 needs broken down into specific detailed information.

Deputy Chief Personal Opinion

- I believe that over half of these in this survey were retainable. Not only that, but if we can correct the areas within our own power to do so as these former chaplains have highlighted for us, our attrition rate could drop significantly.

Let us all be a committee of one to recruit & retain our Chaplain Corps. END



Left: MEPS US Service Command Chaplain at NCR
Above: NCR Chaplain College Classroom
Below: NCR Awards Banquet